

DISCRIVINATION AND POWER



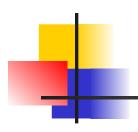
OVERVIEW

- **Define discrimination**
- **Explain the characteristics of discrimina**
- **Explain related causes of discrimination**
- **Define racism and sexism**
- **Define prejudice**
- Explain power, and its relationship to dis



CONCEPTS OF EO/EEO VIOLATIONS

- Prejudice
- Racism
- Sexism
- Discrimination



PREJUDICE

Prejudice is defined as a negative attitu Feeling toward certain groups based up And inflexible generalizations.

Three Components of Prejudice:

- **Thinking Component**
- **Emotional Component**
- **Acting Out Prejudice**

ACTING OUT PREJUDICE

- **Disparaging Terms**
- Avoidance
- Discrimination
- **Physical Attacks**
- **Extermination or Genocide**



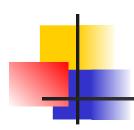
RACISM

Racism is defined as any attitude or act an individual, group or institution to sub another person or group because of skir other physical traits associated with a p group.



SEXISM

Sexism is defined as an attitude, behave conditioning that fosters stereotypes of roles based on sex or gender.



DISCRIMINATION

Webster's Dictionary:

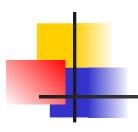
Discrimination is defined as the act or abil discriminate or make a difference or clear

EO/EEO Perspective Definition:

Actions or practices carried out by membe groups - or their representatives - which had differential and harmful impact on membe subordinate groups.

CHARACTERISTICS OF DISCRIMINATION

- **Overt or Hidden**
- **Direct or Indirect**
- **Intentional or Unintentional**



TYPES OF POWER

- **IFormal Power**
- **Informal Power**



- **Legitimate Power**
- **Reward Power**
- **Coercive Power**
- **Expert Power**
- **Referent Power**
- **Associative Power**

MISUSE/ABUSE OF POWER

- Weakness
- Expanding
- Information
- Mannerisms
- Defense
- Giving
- Promotion

RELATED CAUSES OF DISCRIMINATORY BEHAVIORS

- **Group Size**
- **Social Distance**
- Competition
- **Power Threat**



SUMMARY

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